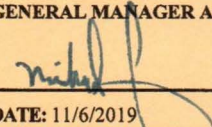
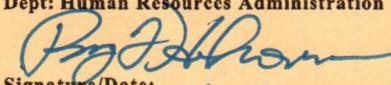
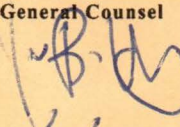
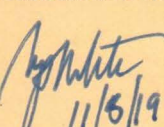
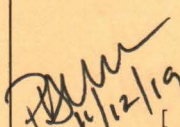




## EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL:  11/13/19		GENERAL MANAGER ACTION REQ'D:		
DATE: 11/6/2019		BOARD INITIATED ITEM: No		
Originator/Prepared by: Ray Hathorn Dept: Human Resources Administration  Signature/Date: 11/8/2019	General Counsel  11/8/19 [ ]	Controller/Treasurer  11/8/19 [ ]	District Secretary [ ]	BARC  11/12/19 [ ]

### District Base Pay Schedule

#### PURPOSE:

To approve a base pay schedule effective July 1, 2019, in a form prescribed by CalPERS.

#### DISCUSSION:

The District contracts with the California Public Employees' Retirement System (CalPERS) for employee retirement benefits. CalPERS' rules control whether compensation qualifies as reportable to CalPERS for purposes of retirement calculations. For base compensation to be reportable for purposes of retirement calculation, CalPERS requires that the District's pay schedules be formally approved by the Board, including each position title and pay rate, and that they be publicly available (e.g., the District website).

Attachment A is the base pay schedule effective July 1, 2019. It is important to note this table does not make changes to compensation for any District employee. It reflects negotiated salary changes with each union already approved by the Board through its ratification of the Collective Bargaining Agreements (CBAs). The pay for Board-appointees has been approved by the Board. The pay bands for non-represented employees has been approved by the Board with the adoption of the annual budget or notice has been provided by the General Manager to the Board. Staff requests that the Board approve the attached salary schedule.

#### FISCAL IMPACT:

There is no fiscal impact to the District for this proposed action.

#### ALTERNATIVES:



To not approve the attached salary schedule. However, failure to do so may result in CalPERS' disqualification of pay as "compensation earnable" for reporting and determination of District employees' retirement benefits.

**RECOMMENDATION:**

Approve the following motion.

**MOTION:**

The Board approves the base pay schedule in effect July 1, 2019.



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
1	QC208	Access Coordinator	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
2	FA200	Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	O11	\$45,348.37	\$59,279.17
3	FA205	Accountant	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
4	FA210	Accounting Analyst	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
5	000070	Accounting Supervisor	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
6	FA215	Accounting Technician	SEIU, Local 1021 - Clerical & Maintenance	O36	\$60,898.24	\$79,605.76
7	OF050	ACTO Central Control	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
8	OF075	ACTO Service Delivery	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
9	AE200	Administrative Analyst - BPOA	BART Police Officers' Association	O58	\$78,463.01	\$94,151.41
10	AF200	Administrative Analyst NR	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
11	AA200	Administrative Analyst SEIU	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
12	000208	Administrative Coordinator	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
13	AG100	Administrative Secretary SEIU	SEIU, Local 1021 - Clerical & Maintenance	O71	\$58,613.57	\$76,619.09
14	AA230	Administrative Support Officer	SEIU, Local 1021 - Professional Chapter	S13	\$93,283.44	\$121,939.20
15	CB190	Administrative Technician ATU	ATU, Local 1555	O36	\$67,664.90	\$79,605.76
16	CA190	Administrative Technician SEIU	SEIU, Local 1021 - Clerical & Maintenance	O36	\$60,898.24	\$79,605.76
17	MA100	AFC Electronic Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
18	MA105	AFC Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
19	MA560	AFC Parts Runner	SEIU, Local 1021 - Clerical & Maintenance	151	\$55,053.65	\$71,965.71
20	IA100	Appl Programmer Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
21	000046	Architect	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
22	000051	Asset Coordinator	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
23	000178	Asset Data Manager	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
24	000272	Asset Mgmt Risk Coordinator	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
25	LF100	Associate General Counsel	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
26	AA100	Asst Admin Analyst - SEIU	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
27	AF100	Asst Admin Analyst NR	Non-Represented Employees	N01	\$69,769.00	\$105,701.00
28	UA200	Asst Buyer	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
29	000273	Asst Chief Engineering Officer	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
30	000083	Asst Chief Labor Relations	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
31	000086	Asst Chief Maint & Eng Officer	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
32	000274	Asst Chief Maintenance Officer	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
33	000082	Asst Chief Mechanical Officer	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
34	UA205	Asst Contract Administrator	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
35	FF225	Asst Controller	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
36	AF105	Asst District Secretary	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
37	ZF050	Asst GM Administration*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
38	ZF118	Asst GM Design & Construction*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
39	ZF117	Asst GM External Affairs*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
40	ZF105	Asst GM Operations*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
41	XF213	Asst GM Performance & Budget*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
42	XF125	Asst GM Technology*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
43	000019	Asst Logistics Program Manager	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
44	FC230	Asst Mgr of Revenue Control	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
45	SA100	Asst Safety Specialist	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
46	000150	Asst Supt eBART Systems	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
47	000090	Asst Supt eBART Vehicle Maint	Non-Represented Employees	N09	\$120,596.00	\$182,703.00



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
48	000209	Asst Supt Maint Plan and Logs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
49	000091	Asst Supt Operations eBART	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
50	000061	Asst Supt Power Mech Maint	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
51	MF822	Asst Supt Rolling Stock Maint	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
52	000163	Asst Supt System Service	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
53	MF830	Asst Supt Systems Maint	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
54	000020	Asst Supt Way & Facilities	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
55	FF230	Asst Treasurer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
56	FA274	Asst Treasury Analyst	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
57	LF105	Attorney I	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
58	LF110	Attorney II	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
59	LF115	Attorney III	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
60	MA200	Auto & Equip Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
61	MC215	Auto & Equip Maint Supv	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
62	MA205	Auto & Equip Mechanic	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
63	000275	Benefits Specialist	Non-Represented Employees	036	\$67,123.68	\$79,605.76
64	000222	Board Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
65	FA100	Budget Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
66	FB141	Budget Clerk - ATU	ATU, Local 1555	031	\$64,550.10	\$75,941.42
67	MA300	Buildings Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
68	MA310	Buildings Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
69	UA210	Buyer	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
70	UA213	Buyer Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
71	TA298	CAD Drafter	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
72	FA245	Cash Handler	SEIU, Local 1021 - Clerical & Maintenance	025	\$53,609.50	\$70,077.90
73	000095	Cash Handler PT	SEIU, Local 1021 - Clerical & Maintenance	026	\$58,970.29	\$58,970.29
74	FA249	Cash Handling Elec Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
75	FA250	Cash Handling Foreworker	SEIU, Local 1021 - Clerical & Maintenance	813	\$80,459.60	\$105,176.03
76	TC220	Central Maintenance Supervisor	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
77	TF275	Central Veh Trouble Desk Supt	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
78	EF050	Chief Maint & Engineer Officer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
79	MF805	Chief Mechanical Officer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
80	000094	Chief Op Officer eBART/OAC	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
81	000276	Chief Planning Dev Officer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
82	SF200	Chief Safety Officer	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
83	000050	Chief Transit Sys Dev Officer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
84	XF100	Chief Transportation Officer	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
85	EF200	Civil Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
86	CG100	Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	011	\$45,348.37	\$59,279.17
87	000013	Communication Coordinator	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
88	MA115	Communications Electronic Tech	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
89	MA120	Communications Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
90	VF101	Communications Officer	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
91	OB100	Communications Specialist	ATU, Local 1555	831	\$92,619.90	\$108,964.75
92	000074	Community Outreach Specialist	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
93	PE076	Community Services Officer	BART Police Officers' Association	027	\$55,546.61	\$68,224.21
94	000155	Comp Vehicle Maint eBART	SEIU Maintenance eBART	400	\$73,145.07	\$95,614.69



San Francisco Bay Area Rapid Transit District  
Pay Schedule (Noted by Job Title)  
As of July 1, 2019  
ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
95	IA105	Computer Documentation Asst	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
96	MA700	Computer Electronic Technician	SEIU, Local 1021 - Clerical & Maintenance	321	\$73,145.07	\$95,614.69
97	IA110	Computer Operator	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
98	000064	Computer Support Administrator	SEIU, Local 1021 - Professional Chapter	S05	\$63,325.44	\$82,778.28
99	IA115	Computer Support Coordinator	SEIU, Local 1021 - Professional Chapter	S14	\$97,918.68	\$127,998.24
100	EF102	Computer Systems Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
101	EF205	Construction Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
102	UA215	Contract Administrator	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
103	UF221	Contract Specialist I	Non-Represented Employees	N02	\$75,101.00	\$113,778.00
104	UF222	Contract Specialist II	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
105	UF223	Contract Specialist III	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
106	000049	Contracts Technician SEIU	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
107	XF105	Controller Treasurer	Board Appointed Officer	CT	\$275,835.17	\$275,835.17
108	000277	Core Capacity Program Manager	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
109	000168	Crew Office Supervisor	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
110	000183	Crime Analyst	BART Police Officers' Association	068	\$80,031.95	\$96,034.22
111	CA120	Customer Service Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
112	VA110	Customer Service Rep	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
113	VA120	Customer Services Admin	SEIU, Local 1021 - Professional Chapter	S13	\$93,283.44	\$121,939.20
114	000016	Customer Services Assistant	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
115	000173	Customer Services Supervisor	SEIU, Local 1021 - Professional Chapter	S13	\$93,283.44	\$121,939.20
116	000180	Customer Services Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
117	000072	Cyber Security Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
118	IA135	Data Controller	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
119	IA140	Data Entry Operator	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
120	IC120	Database Administrator	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
121	AF115	Deputy Asst District Secretary	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
122	ZF110	Deputy General Manager*	Non-Represented Employees	N15	\$196,636.00	\$297,904.00
123	000028	Deputy Managing Dir Cap Cor	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
124	000043	Deputy Police Chief	Non-Represented Employees	N13	\$162,509.00	\$246,201.00
125	000156	Diesel Train Engineer, eBART	ATU eBART	651	\$81,169.30	\$95,493.42
126	FF095	Dir of Budgets	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
127	XF142	Dir of Communications	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
128	QF101	Dir of Customer Access	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
129	XF117	Dir of Customer Services	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
130	FF090	Dir of Financial Planning	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
131	XF123	Dir of Govt and Comm Relations	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
132	000093	Dir of Human Resources	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
133	000084	Dir of Labor Relations	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
134	XF132	Dir of Marketing and Research	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
135	XF115	Dir of Office of Civil Rights	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
136	XF040	Dir of Operations Planning	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
137	XF126	Dir of Performance and Audit	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
138	XF135	Dir of Procurement	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
139	000027	Dir of Real Estate & Prop Dev	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
140	XF106	Dir of Risk and Insur Mgmt	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
141	SF100	Dir of Security Programs	Non-Represented Employees	N12	\$147,736.00	\$223,819.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
142	000153	Dir of Technology	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
143	EF060	District Architect	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
144	QC216	District Right of Way Surveyor	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
145	XF150	District Secretary	Board Appointed Officer	DS	\$206,273.64	\$217,162.80
146	TA300	Document Config Controller	SEIU, Local 1021 - Professional Chapter	S09	\$76,847.40	\$100,454.04
147	000161	Document Control Spec eBART	SEIU Professional eBART	500	\$76,847.40	\$100,454.04
148	TA310	Drafting Supervisor	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
149	HF108	Drug Testing Coordinator	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
150	MA313	Dump Truck/Equipment Operator	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
151	000078	Elec/Electro-Mech Assembler II	SEIU, Local 1021 - Clerical & Maintenance	152	\$57,080.40	\$74,615.01
152	MA145	Elec/Electro-Mech Assembler	SEIU, Local 1021 - Clerical & Maintenance	151	\$55,053.65	\$71,965.71
153	EF215	Electrical Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
154	MA500	Electrical Foreworker	SEIU, Local 1021 - Clerical & Maintenance	824	\$83,912.19	\$109,689.22
155	000034	Electrical Helper	SEIU, Local 1021 - Clerical & Maintenance	151	\$55,053.65	\$71,965.71
156	MA510	Electrician	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
157	EF110	Electronics & Comm Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
158	MA515	Elevator/Escalator Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
159	MA530	Elevator/Escalator Trainee	SEIU, Local 1021 - Clerical & Maintenance	331	\$65,888.99	\$86,129.47
160	MA525	Elevator/Escalator Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
161	000196	Employee Dev Specialist FW	ATU, Local 1555	839	\$97,150.77	\$114,295.17
162	000190	Employee Dev Specialist SA	ATU, Local 1555	839	\$97,150.77	\$114,295.17
163	HJ105	Employee Dev Specialist SEIU	SEIU, Local 1021 - Professional Chapter	EDS	\$87,436.32	\$114,295.92
164	HB105	Employee Dev Specialist TO	ATU, Local 1555	839	\$97,150.77	\$114,295.17
165	EF500	Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
166	000032	Engineer Intern	Non-Represented Employees	081	\$37,440.00	\$37,440.00
167	SF145	Environmental Administrator	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
168	000006	Environmental Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
169	MA150	ERS Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
170	MA155	ERS Technician	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
171	000210	Executive Assistant	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
172	UA195	Expeditor	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
173	UA100	Expeditor/Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
174	MC350	Facilities Maint Supv	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
175	000021	Facilities/Utilities Loc Coord	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
176	000182	Fare Inspection Officer	BART Police Officers' Association	035	\$66,135.47	\$79,358.86
177	000278	Fare Programs Administrator	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
178	FC104	Financial Analyst I	AFSCME, Local 3993	AFC	\$84,426.79	\$109,755.40
179	FC105	Financial Analyst II	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
180	MA550	Fire Protection Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
181	MA330	Fire Service Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
182	XF160	General Counsel	Board Appointed Officer	GC	\$304,975.50	\$304,975.50
183	ZF130	General Manager	Board Appointed Officer	GM	\$390,554.78	\$395,024.09
184	VA050	Gov & Community Relations Spec	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
185	TA313	Graphic Artist	SEIU, Local 1021 - Professional Chapter	S09	\$76,847.40	\$100,454.04
186	MA335	Grounds Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
187	MA345	Grounds Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
188	MA346	Grounds Worker/Applicator	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
189	EF113	Grp Mgr AFC Capital Program	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
190	000041	Grp Mgr Capital Projects	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
191	KF300	Grp Mgr Capitol Corridor	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
192	EF223	Grp Mgr Elec Mech Engineering	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
193	EF222	Grp Mgr Engineering	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
194	EF224	Grp Mgr Integration Eng	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
195	OF426	Grp Mgr Operations Liaison	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
196	OF112	Grp Mgr Ops Support & Review	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
197	XF128	Grp Mgr Planning	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
198	000171	Grp Mgr Production Support	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
199	EF121	Grp Mgr Project Controls	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
200	EF107	Grp Mgr Rail Vehicle Cap Prog	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
201	MF807	Grp Mgr Rolling Stock & Shops	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
202	EF124	Grp Mgr Seismic Retrofit Cap	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
203	000279	Grp Mgr Station Planning	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
204	000280	Grp Mgr Strat & Policy Plng	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
205	000088	Grp Mgr Sustainability Program	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
206	EF080	Grp Mgr Systems Engineer	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
207	EF075	Grp Mgr Vehicle Maint Engineer	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
208	000211	HRIS Analyst	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
209	000281	HRIS Specialist	Non-Represented Employees	036	\$67,123.68	\$79,605.76
210	000212	Independent Police Adminstr	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
211	000042	Independent Police Auditor	Board Appointed Officer	IPA	\$207,722.64	\$207,722.64
212	000054	Independent Police Invest	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
213	SC132	Industrial Hygienist	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
214	IC159	Information Sys Security Offcr	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
215	FF260	Information Systems Auditor	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
216	000207	Inspector General	Board Appointed Officer	IG	\$207,957.74	\$207,957.74
217	OF025	Instructional Design Spec	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
218	FC240	Insurance Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
219	FA265	Intermediate Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$51,957.36	\$67,918.24
220	CJ105	Intermediate Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	021	\$51,957.36	\$67,918.24
221	FF251	Internal Auditor I	Non-Represented Employees	N02	\$75,101.00	\$113,778.00
222	FF252	Internal Auditor II	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
223	UA105	Inventory Control Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
224	UA120	Inventory Control Technician	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
225	MA348	Irrigation/Grounds Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
226	000059	IT Project Manager	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
227	FA275	Jr Accountant	SEIU, Local 1021 - Professional Chapter	S05	\$63,325.44	\$82,778.28
228	IA160	Jr Appl Programmer Analyst	SEIU, Local 1021 - Professional Chapter	S03	\$57,492.00	\$75,152.88
229	000282	Jr Computer Systems Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
230	000306	Jr Elec & Comm Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
231	000305	Jr Electrical Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
232	EF400	Jr Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
233	000304	Jr Mechanical Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
234	000283	Jr Project Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
235	000284	Jr Traction Power Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
236	000285	Jr Train Control Engineer	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
237	HF122	Labor Relations Rep I	Non-Represented Employees	N02	\$75,101.00	\$113,778.00
238	HF123	Labor Relations Rep II	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
239	000286	Leave Management Analyst	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
240	000213	Leave Management Specialist	Non-Represented Employees	036	\$67,123.68	\$79,605.76
241	LA115	Legal Administrative Analyst	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
242	LA100	Legal Administrative Asst	SEIU, Local 1021 - Professional Chapter	S05	\$63,325.44	\$82,778.28
243	LC118	Legal Office Supervisor	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
244	FC282	Liability Risk Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
245	MA350	Locksmith	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
246	OB108	Lost & Found Clerk	ATU, Local 1555	019	\$64,550.10	\$75,941.42
247	CA110	Mail and Supply Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$51,957.36	\$67,918.24
248	000060	Maintenance Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
249	TA215	Maintenance Planner	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
250	000001	Maintenance Support Admin	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
251	ZF200	Managing Director Cap Corridor*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
252	VC081	Marketing Rep II	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
253	PE132	Master Police Officer	BART Police Officers' Association	798	\$115,221.39	\$115,221.39
254	UA130	Material Control Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
255	UA135	Material Control Sys Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
256	UA145	Material Coordinator	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
257	UA150	Material Expeditor	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
258	EF240	Mechanical Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
259	HF151	Media Producer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
260	000296	Mgr of Absence Mgmt	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
261	000024	Mgr of Access & Accessible Svc	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
262	000023	Mgr of Access Programs	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
263	FC215	Mgr of Accounting	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
264	000081	Mgr of Accreditation	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
265	000188	Mgr of Acquisition Support	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
266	000167	Mgr of Ad Franchise Program	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
267	MC225	Mgr of Auto & Equip Maint	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
268	000299	Mgr of Budget & Admin, Cap Cor	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
269	000215	Mgr of Cap Corr Market/Comm	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
270	FF119	Mgr of Capital Budgets	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
271	FF116	Mgr of Capital Project Control	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
272	000174	Mgr of Capital Project Support	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
273	OF115	Mgr of Central Control	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
274	EF225	Mgr of Civil & Structural Eng	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
275	QF109	Mgr of Community Relations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
276	000287	Mgr of Comp & Analytics	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
277	EF119	Mgr of Computer Sys Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
278	MF400	Mgr of Construction Services	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
279	UF225	Mgr of Contract Administration	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
280	000170	Mgr of Creative Services	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
281	000009	Mgr of Credit/Debit Fare Prog	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
282	AC400	Mgr of Customer Services	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
283	000071	Mgr of Cyber Security	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
284	TC102	Mgr of Drafting & Configuratio	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
285	000295	Mgr of Drug & Alcohol Programs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
286	EF120	Mgr of Elect & Comm Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
287	EF233	Mgr of Electrical Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
288	000065	Mgr of Emergency Preparedness	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
289	SC075	Mgr of Employee/Patron Safety	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
290	AF206	Mgr of Energy	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
291	SF111	Mgr of Engineer Safety	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
292	000063	Mgr of Engineering Liaison	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
293	000169	Mgr of Engineering Programs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
294	SF140	Mgr of Environ Compliance	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
295	000288	Mgr of Equity Programs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
296	000289	Mgr of Fin Analysis Admin	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
297	FF297	Mgr of Financial Planning	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
298	FF290	Mgr of Fleet & Capacity Plann	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
299	000290	Mgr of Gov't Rel & Leg Affairs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
300	FF117	Mgr of Grant Dev & Reporting	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
301	000216	Mgr of HRIS & Benefits	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
302	IF177	Mgr of Information Systems	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
303	FF285	Mgr of Internal Audit	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
304	UC125	Mgr of Inventory Management	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
305	HF130	Mgr of Labor Relations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
306	000291	Mgr of Leave Programs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
307	QF107	Mgr of Local Govt & Com Rel	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
308	UF130	Mgr of Logistics	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
309	MF405	Mgr of Maint Administration	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
310	000159	Mgr of Maint Plan & Logistics	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
311	TF241	Mgr of Maintenance Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
312	OF425	Mgr of Maintenance Support	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
313	000214	Mgr of Marketing	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
314	EF234	Mgr of Mechanical Engr	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
315	000293	Mgr of Media Relations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
316	FF125	Mgr of Operating Budgets	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
317	TF230	Mgr of Operations Reliability	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
318	SC105	Mgr of Operations Safety	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
319	000055	Mgr of Ops Training and Dev	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
320	QC205	Mgr of Parking Programs	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
321	000203	Mgr of Performance Analytics	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
322	QF115	Mgr of Planning	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
323	000294	Mgr of Program Planning Sppt	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
324	UF215	Mgr of Purchasing	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
325	TC105	Mgr of Quality Assurance	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
326	000199	Mgr of Rail Operations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
327	000005	Mgr of Real Estate Services	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
328	EF159	Mgr of Research & Development	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
329	FF295	Mgr of Revenue Control	Non-Represented Employees	N09	\$120,596.00	\$182,703.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
330	000303	Mgr of RS&S Administration	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
331	OF111	Mgr of Schedules & Services	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
332	000247	Mgr of Small Business Sppt Svc	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
333	AC300	Mgr of Special Projects	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
334	000198	Mgr of Station Operations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
335	MF840	Mgr of Strategic Main Prog	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
336	000249	Mgr of Sys Capacity Planning	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
337	000248	Mgr of System Integration	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
338	000172	Mgr of Technology Programs	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
339	000008	Mgr of Telecommunications	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
340	FC205	Mgr of Time and Acct Admin	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
341	000250	Mgr of Title VI & Env Justice	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
342	EF236	Mgr of Traction Power Engr	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
343	EF130	Mgr of Train Control Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
344	000251	Mgr of Transit Oriented Dev	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
345	MC805	Mgr of Transit Vehicl Cleaning	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
346	OF170	Mgr of Transportation Ops Supp	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
347	TF237	Mgr of Vehicle Sys Engineer	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
348	MF850	Mgr of Warranty Administration	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
349	000252	Mgr of Workforce Dev	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
350	VA125	Multimedia Assistant Producer	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
351	HF152	Multimedia Producer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
352	CA115	Office Services Supervisor	SEIU, Local 1021 - Clerical & Maintenance	800	\$67,832.96	\$88,670.61
353	CA111	Office Services Support Clerk	SEIU, Local 1021 - Clerical & Maintenance	021	\$51,957.36	\$67,918.24
354	OB120	Operations Foreworker	ATU, Local 1555	821	\$84,200.06	\$99,058.96
355	OC118	Operations Supervisor Liaison	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
356	OC115	Operations Supv	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
357	HF111	Operations Training Supervisor	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
358	MA547	Overhead Door Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
359	MA360	Painter	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
360	000092	Paralegal	Non-Represented Employees	710	\$80,092.48	\$94,961.57
361	QF135	Planner	AFSCME, Local 3993	AFC	\$84,426.79	\$109,755.40
362	CE175	Police Admin Specialist	BART Police Officers' Association	045	\$69,222.61	\$80,901.81
363	PD111	Police Admin Supervisor	BART Police Managers' Association	CS	\$116,292.00	\$134,940.00
364	PD116	Police CAD/RMS Admin	BART Police Managers' Association	CS	\$116,292.00	\$134,940.00
365	PF110	Police Chief*	Non-Represented Employees	N14	\$178,760.00	\$270,821.00
366	PD115	Police Civilian Supv Admin	BART Police Managers' Association	CS	\$116,292.00	\$134,940.00
367	PD118	Police Civilian Supv Comm	BART Police Managers' Association	CS	\$116,292.00	\$134,940.00
368	PE115	Police Dispatcher	BART Police Officers' Association	048	\$71,957.81	\$87,583.18
369	PD125	Police Lieutenant	BART Police Managers' Association	LT	\$147,984.00	\$169,452.00
370	PE130	Police Officer	BART Police Officers' Association	778	\$75,425.38	\$106,477.90
371	PE129	Police Officer in Academy	BART Police Officers' Association	777	\$66,551.89	\$66,551.89
372	PD135	Police Sergeant	BART Police Managers' Association	SGT	\$119,004.00	\$141,204.00
373	PD138	Police Support Svcs Supv	BART Police Managers' Association	CS	\$116,292.00	\$134,940.00
374	MA535	Power & Mechanical Foreworker	SEIU, Local 1021 - Clerical & Maintenance	824	\$83,912.19	\$109,689.22
375	MA545	Power & Mechanical Worker	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
376	OB130	Power & Support Controller	ATU, Local 1555	831	\$92,619.90	\$108,964.75



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
377	AC222	Principal Admin Analyst AFSCME	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
378	000045	Principal Architect	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
379	EF256	Principal Civil Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
380	EF090	Principal Computer Systems Eng	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
381	EF262	Principal Construction Engr	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
382	UF230	Principal Contract Specialist	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
383	000067	Principal EGIS Analyst	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
384	000253	Principal Elec Comm Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
385	EF267	Principal Electrical Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
386	EF502	Principal Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
387	FC139	Principal Financial Analyst	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
388	VC055	Principal Gov & Comm Rel Rep	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
389	000192	Principal Grants Analyst	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
390	000254	Principal Integration Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
391	FF301	Principal Internal Auditor	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
392	HF128	Principal Labor Relations Rep	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
393	000205	Principal Landscape Architect	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
394	VC084	Principal Marketing Rep	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
395	EF271	Principal Mechanical Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
396	000298	Principal Ops Safety Spec	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
397	000201	Principal Performance Analyst	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
398	QC112	Principal Planner	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
399	000255	Principal Project Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
400	QC226	Principal Property Devlmtnt Ofc	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
401	TF256	Principal Reliability Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
402	QC225	Principal Right of Way Officer	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
403	AF234	Principal Rsch Proj Analyst	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
404	SF129	Principal Safety Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
405	EF276	Principal Structural Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
406	EF279	Principal Track Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
407	EF146	Principal Train Control Eng	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
408	TF236	Principal Vehicle Sys Engineer	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
409	000184	Procurement Support Mgr	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
410	MF842	Program Logistics Manager	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
411	FA130	Project Control Administrator	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
412	000256	Project Controls Manager	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
413	000257	Project Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
414	EF250	Project Mgr	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
415	000080	Project Mgr II	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
416	000258	Project Mgr, Accessibility	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
417	000262	Project Mgr, Architect	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
418	000259	Project Mgr, Capital	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
419	000260	Project Mgr, Cathodic	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
420	000261	Project Mgr, Construction	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
421	000263	Project Mgr, Earthquake	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
422	000264	Project Mgr, Extensions	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
423	000265	Project Mgr, Fire Life Safety	Non-Represented Employees	N09	\$120,596.00	\$182,703.00



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

## ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
424	000266	Project Mgr, Int Agreements	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
425	000267	Project Mgr, Property Dev	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
426	000268	Project Mgr, Stations	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
427	000269	Project Mgr, Sys Integration	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
428	000270	Project Mgr, Traction Power	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
429	000224	Project Mgr, Train Control	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
430	EF451	Project Support Manager	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
431	000204	Property Manager	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
432	VC110	Public Information Officer	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
433	VA115	Public Information Rep	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
434	TA110	Quality Assurance Analyst	SEIU, Local 1021 - Professional Chapter	S08	\$73,215.48	\$95,706.48
435	000066	Quality Assurance Officer	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
436	000035	Quality Team Leader	SEIU, Local 1021 - Clerical & Maintenance	313	\$76,802.34	\$100,395.36
437	000015	Query & Reports Spec	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
438	KF175	Rail Svs Compl Officer Capitol	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
439	QA205	Real Estate Officer	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
440	QA100	Real Estate Tech	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
441	IA185	Real Time Programmer Analyst	SEIU, Local 1021 - Professional Chapter	S13	\$93,283.44	\$121,939.20
442	CP105	Receptionist	Non-Represented Employees	036	\$67,123.68	\$79,605.76
443	000217	Recruiter I	Non-Represented Employees	N02	\$75,101.00	\$113,778.00
444	000226	Recruiter II	Non-Represented Employees	N04	\$85,983.00	\$130,265.00
445	000227	Recruiting Specialist	Non-Represented Employees	036	\$67,123.68	\$79,605.76
446	000193	Reliability Analyst	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
447	TF245	Reliability Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
448	CA140	Reprographics Equipment Oper	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
449	EF142	Research & Dev Specialist	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
450	AF233	Research Projects Supv	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
451	PE140	Revenue Protection Guard	BART Police Officers' Association	098	\$70,988.74	\$85,182.24
452	000228	Rolling Stock Acquisitn Admin	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
453	MA810	Rolling Stock Foreworker	SEIU, Local 1021 - Clerical & Maintenance	827	\$86,018.61	\$112,442.72
454	000149	Safety & Training Mgr eBART	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
455	SF120	Safety Specialist	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
456	OB135	Scheduling Analyst	ATU, Local 1555	731	\$97,150.77	\$114,295.17
457	000048	Scheduling Supervisor	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
458	MC725	Sect Mgr Elev/Escalator Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
459	MC724	Sect Mgr Power & Mech Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
460	MC726	Sect Mgr Struct Insp & Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
461	MC721	Sect Mgr Structures Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
462	MC720	Sect Mgr Systems Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
463	MC722	Sect Mgr Track Maint	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
464	000229	Security Access Analyst	Non-Represented Employees	N03	\$80,358.00	\$121,743.00
465	MA225	Shop Machinist	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
466	TA260	Shop Scheduler	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
467	MA230	Shop Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
468	MC701	Spec Proj Mgr Track & Struct	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
469	000158	Special Projects Mgr AFSCME	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
470	FA288	Sr Account Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42



San Francisco Bay Area Rapid Transit District  
Pay Schedule (Noted by Job Title)  
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
471	AC220	Sr Admin Analyst AFSCME	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
472	AF220	Sr Admin Analyst NR	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
473	IA190	Sr Appl Programmer Analyst	SEIU, Local 1021 - Professional Chapter	S14	\$97,918.68	\$127,998.24
474	IC142	Sr Applications Analyst	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
475	LF120	Sr Attorney	Non-Represented Employees	N12	\$147,736.00	\$223,819.00
476	000218	Sr Benefits Analyst	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
477	000230	Sr Board Analyst	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
478	FH140	Sr Budget Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	O31	\$58,095.02	\$75,941.42
479	000176	Sr Buyer	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
480	000166	Sr CAD Drafter	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
481	FA290	Sr Cash Handler	SEIU, Local 1021 - Clerical & Maintenance	O35	\$57,289.44	\$74,888.32
482	TC222	Sr Central Maint Supv	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
483	EF255	Sr Civil Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
484	000219	Sr Class and Comp Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
485	CB145	Sr Clerk ATU	ATU, Local 1555	O31	\$64,550.10	\$75,941.42
486	CG145	Sr Clerk SEIU	SEIU, Local 1021 - Clerical & Maintenance	O31	\$58,095.02	\$75,941.42
487	000075	Sr Computer Support Coord	SEIU, Local 1021 - Professional Chapter	S16	\$106,827.72	\$139,644.12
488	EF138	Sr Computer Systems Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
489	EF260	Sr Construction Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
490	000231	Sr EEO Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
491	EF265	Sr Electrical Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
492	EF140	Sr Electronics & Comm Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
493	HF114	Sr Employee Dev Specialist	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
494	FC137	Sr Energy Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
495	EF501	Sr Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
496	FC138	Sr Financial Analyst AFSCME	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
497	000187	Sr Financial Analyst eBART	AFSCME eBART	EB5	\$100,252.37	\$130,327.76
498	VC051	Sr Gov & Comm Relations Rep	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
499	TA314	Sr Graphic Artist	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
500	FF253	Sr Internal Auditor	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
501	UC108	Sr Inventory Control Analyst	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
502	000089	Sr Labor Relations Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
503	HF126	Sr Labor Relations Rep	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
504	000232	Sr Leave Mgmt Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
505	AA130	Sr Legal Secretary	SEIU, Local 1021 - Clerical & Maintenance	O71	\$58,613.57	\$76,619.09
506	UC190	Sr Logistics Supv	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
507	TA220	Sr Maint Planner	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
508	000053	Sr Maintenance Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
509	VC082	Sr Marketing Rep	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
510	000029	Sr Marketing Rep PT	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
511	EF270	Sr Mechanical Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
512	000189	Sr Mgr of Asset Management	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
513	000233	Sr Mgr of Contr Labor Complnce	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
514	000234	Sr Mgr of Econ Oppy Policies	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
515	000179	Sr Mgr of Engineering Programs	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
516	000175	Sr Mgr of Engineering, eBART	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
517	000185	Sr Mgr of Fin Analysis & Admin	Non-Represented Employees	N10	\$129,038.00	\$195,493.00



San Francisco Bay Area Rapid Transit District  
Pay Schedule (Noted by Job Title)  
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#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
518	000235	Sr Mgr of Maint Acquisition	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
519	000292	Sr Mgr of Maint Plan Sched	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
520	MF410	Sr Mgr of Maintenance Support	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
521	000177	Sr Mgr of Perf Analytics	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
522	000237	Sr Mgr of Procurement	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
523	000236	Sr Mgr of RS&S Ops Admin	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
524	000238	Sr Mgr of Wkfc Policy Complnce	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
525	CA155	Sr Office Services Supv	SEIU, Local 1021 - Professional Chapter	S09	\$76,847.40	\$100,454.04
526	CA112	Sr Office Svs Support Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
527	OB145	Sr Operations Foreworker	ATU, Local 1555	831	\$92,619.90	\$108,964.75
528	OC155	Sr Operations Supvr Liaison	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
529	SC135	Sr Ops Safety Spec	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
530	IB190	Sr Ops Suppt Sys Analyst	ATU, Local 1555	742	\$103,060.26	\$121,247.36
531	000191	Sr Performance Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
532	QC145	Sr Planner	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
533	000105	Sr Police Officer - Adv.	BART Police Officers' Association	792	\$112,962.30	\$112,962.30
534	PE131	Sr Police Officer - Int.	BART Police Officers' Association	788	\$109,672.16	\$109,672.16
535	000052	Sr Production Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
536	000220	Sr Project Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
537	000195	Sr Quality Administrator	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
538	EF238	Sr Quality Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
539	000181	Sr Quality Manager	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
540	QC210	Sr Real Estate Officer	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
541	000239	Sr Recruiter	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
542	TF255	Sr Reliability Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
543	AF232	Sr Research Projects Analyst	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
544	QC224	Sr Right of Way Officer	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
545	000240	Sr Safety Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
546	SC130	Sr Safety Specialist	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
547	000031	Sr Scheduling Analyst ATU	ATU, Local 1555	732	\$106,800.93	\$125,648.22
548	AB135	Sr Secretary ATU	ATU, Local 1555	061	\$64,550.10	\$75,941.42
549	AJ135	Sr Secretary SEIU	SEIU, Local 1021 - Clerical & Maintenance	061	\$54,482.69	\$71,219.41
550	UA160	Sr Storekeeper	SEIU, Local 1021 - Clerical & Maintenance	171	\$67,832.96	\$88,670.61
551	EF275	Sr Structural Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
552	IC200	Sr Systems Programmer	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
553	IA210	Sr Telecommunications Tech	SEIU, Local 1021 - Professional Chapter	S14	\$97,918.68	\$127,998.24
554	FC200	Sr Time & Labor Admin Analyst	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
555	000241	Sr Traction Power Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
556	EF145	Sr Train Control Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
557	000044	Sr Transp Training Clerk	ATU, Local 1555	036	\$67,664.90	\$79,605.76
558	000194	Sr Transportation Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
559	CB160	Sr Transportation Clerk	ATU, Local 1555	031	\$64,550.10	\$75,941.42
560	TF232	Sr Transportation Planner	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
561	TF234	Sr Vehicle Systems Engineer	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
562	000297	Sr Wkfrce & Policy Compl Anlys	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
563	000242	Sr Workforce Dev Analyst	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
564	OB155	Station Agent	ATU, Local 1555	521	\$69,018.35	\$81,198.21



## San Francisco Bay Area Rapid Transit District

## Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
565	OB156	Station Agent PT	ATU, Local 1555	541	\$75,920.21	\$89,317.90
566	UA170	Storekeeper	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
567	000223	Strategic Budget Administrator	AFSCME, Local 3993	AFH	\$121,143.23	\$157,486.09
568	000057	Strategic Prg Mgr, Ext Affairs	Non-Represented Employees	N10	\$129,038.00	\$195,493.00
569	EF280	Structural Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
570	MA615	Structures Equipment Operator	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
571	MA620	Structures Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
572	MA638	Structures Inspect Foreworker	SEIU, Local 1021 - Clerical & Maintenance	810	\$84,115.41	\$109,955.04
573	MA637	Structures Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$76,468.70	\$99,959.18
574	MA636	Structures Inspector Asst	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
575	MA630	Structures Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
576	MA635	Structures Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
577	000036	Structures Worker PT	SEIU, Local 1021 - Clerical & Maintenance	221	\$68,328.21	\$68,328.21
578	000085	Supt of eBART Operations	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
579	MF535	Supt of Power & Mech Maint	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
580	MF818	Supt of Rolling Stock & Shops	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
581	000087	Supt of Sys eBART	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
582	000164	Supt of System Service	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
583	MF703	Supt of Systems Maintenance	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
584	MF610	Supt of Way & Facilities	Non-Represented Employees	N11	\$138,071.00	\$209,177.00
585	000010	Supv Bus Sys Operations	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
586	HF133	Supv Human Resources Programs	Non-Represented Employees	N08	\$112,707.00	\$170,751.00
587	000301	Supv of Compensation	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
588	000243	Supv of EEO Programs	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
589	000244	Supv of HRIS	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
590	000300	Supv of Leave Mgmt	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
591	000148	Supv of Operations eBART	AFSCME eBART	EB7	\$114,081.83	\$148,306.37
592	000245	Supv of Recruiting	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
593	000221	Supv of Workforce Development	Non-Represented Employees	N07	\$105,333.00	\$159,580.00
594	TF263	Survey Taker	Non-Represented Employees	093	\$77,048.82	\$77,048.82
595	EA315	Survey Tech	SEIU, Local 1021 - Clerical & Maintenance	091	\$63,708.32	\$83,279.04
596	000157	Sys General Custodian eBART	SEIU Maintenance eBART	401	\$52,861.54	\$69,100.30
597	000152	System Main Signal Comm eBART	SEIU Maintenance eBART	400	\$73,145.07	\$95,614.69
598	000154	System Main Track Signal eBART	SEIU Maintenance eBART	400	\$73,145.07	\$95,614.69
599	MA385	System Service Crewleader	SEIU, Local 1021 - Clerical & Maintenance	141	\$54,561.73	\$71,322.58
600	MA390	System Service Foreworker	SEIU, Local 1021 - Clerical & Maintenance	818	\$74,382.67	\$97,232.51
601	MC395	System Service Supv	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
602	MA400	System Service Worker	SEIU, Local 1021 - Clerical & Maintenance	111	\$52,861.54	\$69,100.30
603	MA399	System Service Worker 141	SEIU, Local 1021 - Clerical & Maintenance	141	\$54,561.73	\$71,322.58
604	MA401	System Service Worker PT	SEIU, Local 1021 - Clerical & Maintenance	121	\$58,147.65	\$58,147.65
605	IC198	Systems Programmer	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
606	000007	Tech Maintenance Support Coord	AFSCME, Local 3993	AFE	\$100,252.37	\$130,327.76
607	TA140	Tech Publications Admin	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
608	TA302	Technical Administrator	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
609	TA125	Technical Editor	SEIU, Local 1021 - Professional Chapter	S03	\$57,492.00	\$75,152.88
610	IA300	Technical Programmer Analyst	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
611	000025	Technical Publications Analyst	SEIU, Local 1021 - Professional Chapter	S09	\$76,847.40	\$100,454.04



San Francisco Bay Area Rapid Transit District

Pay Schedule (Noted by Job Title)

As of July 1, 2019

ATTACHMENT A

#	Job Code	Job Title	Bargaining Unit	Salary Grade	Minimum/ Annual	Maximum/ Annual
612	TA301	Technical Resources Admin	SEIU, Local 1021 - Professional Chapter	S13	\$93,283.44	\$121,939.20
613	IA200	Telecommunications Specialist	SEIU, Local 1021 - Professional Chapter	S06	\$66,462.60	\$86,879.16
614	IA205	Telecommunications Technician	SEIU, Local 1021 - Professional Chapter	S09	\$76,847.40	\$100,454.04
615	FA212	Time & Labor Admin Analyst	SEIU, Local 1021 - Professional Chapter	TAD	\$80,841.24	\$105,674.76
616	000068	Time & Labor Admin Analyst ATU	ATU, Local 1555	741	\$89,823.14	\$105,674.40
617	UA180	Tool Room Attendant	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
618	MA640	Track Equipment Operator	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
619	MA645	Track Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
620	MA655	Track Welder	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
621	MA660	Track Worker	SEIU, Local 1021 - Clerical & Maintenance	201	\$62,116.70	\$81,198.42
622	000022	Track Worker PT	SEIU, Local 1021 - Clerical & Maintenance	221	\$68,328.21	\$68,328.21
623	MA720	Train Control Electronic Tech	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
624	EF165	Train Control Engineer	Non-Represented Employees	N05	\$92,002.00	\$139,383.00
625	MA725	Train Control Foreworker	SEIU, Local 1021 - Clerical & Maintenance	825	\$80,459.60	\$105,176.03
626	OC190	Train Controller	AFSCME, Local 3993	AFI	\$129,246.45	\$168,020.13
627	OB160	Train Operator	ATU, Local 1555	621	\$69,018.35	\$81,198.21
628	OB161	Train Operator PT	ATU, Local 1555	641	\$75,920.21	\$89,317.90
629	CA165	Transit Information Clerk	SEIU, Local 1021 - Clerical & Maintenance	031	\$58,095.02	\$75,941.42
630	CA175	Transit Information Supv	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
631	CA159	Transit Information Tech	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
632	MA825	Transit Veh Elec Tech	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
633	MA830	Transit Vehicle Mechanic	SEIU, Local 1021 - Clerical & Maintenance	301	\$73,145.07	\$95,614.69
634	000037	Transit Vehicle Mechanic PT	SEIU, Local 1021 - Clerical & Maintenance	314	\$80,459.39	\$80,459.39
635	000033	Transportation Adm Specialist	ATU, Local 1555	031	\$64,550.10	\$75,941.42
636	CB175	Transportation Clerk	ATU, Local 1555	021	\$64,550.10	\$75,941.42
637	OF080	Transportation Operations Mgr	Non-Represented Employees	N09	\$120,596.00	\$182,703.00
638	OC150	Transportation Supervisor	AFSCME, Local 3993	AFG	\$114,081.83	\$148,306.37
639	FC275	Treasury Analyst	AFSCME, Local 3993	AFD	\$93,205.36	\$121,167.19
640	CA180	Trouble Desk Data Specialist	SEIU, Local 1021 - Clerical & Maintenance	036	\$60,898.24	\$79,605.76
641	MA826	TVET Trainee	SEIU, Local 1021 - Clerical & Maintenance	331	\$65,888.99	\$86,129.47
642	MA840	Utility Foreworker	SEIU, Local 1021 - Clerical & Maintenance	818	\$74,382.67	\$97,232.51
643	MA835	Utility Worker	SEIU, Local 1021 - Clerical & Maintenance	111	\$52,861.54	\$69,100.30
644	MA836	Utility Worker PT	SEIU, Local 1021 - Clerical & Maintenance	121	\$58,147.65	\$58,147.65
645	TA130	Vehicle Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$76,468.70	\$99,959.18
646	MC830	Vehicle Performance Analyst	AFSCME, Local 3993	AFF	\$106,286.37	\$138,173.50
647	TF233	Vehicle Systems Engineer	Non-Represented Employees	N06	\$98,442.00	\$149,140.00
648	MA900	Warranty Administrator	SEIU, Local 1021 - Professional Chapter	S11	\$84,664.80	\$110,672.88
649	TA135	Wayside Inspector	SEIU, Local 1021 - Clerical & Maintenance	311	\$76,468.70	\$99,959.18
650	TA311	Web Page Specialist	SEIU, Local 1021 - Professional Chapter	S10	\$80,660.64	\$105,438.72
651	000246	Workforce Dev Specialist	Non-Represented Employees	036	\$67,123.68	\$79,605.76

\* Due to the unique nature of these jobs as executive management employees reporting directly to the General Manager, these classifications are eligible to receive Management Incentive Pay of \$4,800 annually (26 equal pay period installments of \$184.61).